

Apprenticeship**USA**



REGISTERED
APPRENTICESHIP
Earn. Learn. Succeed.

American Apprenticeship Initiative
a 21st Century Partnership



What is Registered Apprenticeship

- A centuries old concept of “EARN and LEARN”
- A U.S. Department of Labor program in partnership with businesses and labor organizations. The National Apprenticeship Act of 1937 authorized the Federal government, in cooperation with the states, to oversee the nation’s Apprenticeship System.
- Provides on-the-job training and industry-specific classroom education producing highly skilled workers.
- Minimum 144 hours a year related classroom instruction
- Programs range from 1-5 years
- ***THE OTHER FOUR YEAR DEGREE!***



What is Registered Apprenticeship

- **Pathway to a career; “grow your own” approach**
- **Creates beneficial programs for both apprentices and their employers**
- **Training programs tailored to the needs of the industry or organizations**
- **Range in size from one apprentice to hundreds**
- **Apprenticeship Programs can be set up as time-based, competency-based, and/or a combination of both**



Registered Apprenticeship **by the numbers**

- **Over 1000 occupations recognized by the USDOL.**
- **Approximately 500,000 apprentices nationwide; 2500 in KY.**
- **Over 250,000 employers have RA programs.**
- **133 Individual and Joint Sponsored Programs in KY representing over 1000 employers**
 - **70% Non-Union 30% Union**
 - **40% Construction Related**



Employer Commitment

- Determine the specific occupational/skill need for your industry.**
- Select an ideal individual to suit the specific occupational need. (External hire, internal promotion, TRACK pathway.)**
- Coordinator to implement and monitor the program.**
- Develop a progressive wage scale based upon time and/or competencies.**
- Secure the related classroom instruction segment of the program either through the local community college, in-house programs, vendors or online learning.**
- Sign a basic “standards” agreement stating how the program and process will be operated.**
- There is NO COST to an employer to sponsor a registered apprenticeship program.**



Why Register?

- *Educate workforce using a nationally accredited and proven training method**
- *Employee receives a nationally recognized credential**
- *Examples of training plans and standards available**
- *Potential financial incentives**
- *Resources, contacts, and networking opportunities**
- *TRACK program pipeline**



Customizable Standards

**Time Based
Competency Based
Hybrid**



WORK PROCESS SCHEDULE

INDUSTRIAL MAINTENANCE MECHANIC

O*NET-SOC CODE: 49-9041.00 RAPIDS CODE: 0308/0308 HY

The following schedule is an example of work experience (OJL) and training considered necessary to develop a skilled and productive worker in the Industrial Maintenance Mechanic trade. Within the limits of basic trade requirements, the schedule is adaptable to local conditions.

3-Year Program

Approximate Hours

Core Skills	325	-	500	
Lubrication & Inspection	1000	-	1600	
Maintenance & Repair	1000	-	1600	
Advanced Manufacturing & Robotics	600	-	1100	
Supplemental Skills	975	-	1200	
Total	3,900	-	6,000	

4-Year Program

Approximate Hours

Core Skills	325	-	500	
Lubrication & Inspection	1300	-	2000	
Maintenance & Repair	1300	-	2000	
Advanced Manufacturing & Robotics	1300	-	2000	
Supplemental Skills	975	-	1,500	
Total	5,200	-	8,000	



RELATED INSTRUCTION OUTLINE
INDUSTRIAL MAINTENANCE MECHANIC
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Core Skills	Lubrication and Inspection	Maintenance and Repair	Advanced Manufacturing and Robotics	Supplemental Skills
Introduction to Industry	Lubricants and Lubrication Systems	Mechanical Power Transmission	Mechanical Drives	Metal Fabrication
OSHA 10-Hour	Sealants and Gaskets	Hydraulic and Pneumatic Systems	Fluid and Pneumatic Power Systems	Oxygen-Acetylene Cutting
CPR/First Aid/AED	Shafts	Compressors	Electrical Systems	Basic SMAW Welding
Math for the Trades	Bearings	Industrial Belting	Motorized and PLC Controls	Basic GMAW Welding
Construction Fall Protection	Gearboxes	Machinery Alignment	Robotics	Basic GTAW Welding
Hand and Power Tools	Mechanical Seals	Laser Shaft Alignment		Basic GMAW Welding
Safety Data Sheets	Inspection Criteria	Advanced Optical Alignment		Basic GMAW Welding
Mechanical Print Reading	Troubleshooting and Analysis			Scaffold User
Green Awareness	Maintenance Reports			
Diversity Training				
Optional Instruction				
MW 16-hour Safety Course		Pump Repair Technician Level 1	Vibration Analysis	UBC Rigging & Signaler Qualification Certificate
Ergonomics		MOV Repair		Powered Industrial Truck Operator Qualification
Human Performance				Aerial Lift Qualification
				Scaffold Erector Qualification
				Certified SMAW
				Certified GMAW
				Certified FCAW
				Certified GTAW



REGISTERED PRENTICESHIP
. Learn. Succeed.

The past 5 years in Kentucky...

1466 Completers

Average Completion Wage of \$23.36 per hour

Average yearly wage of \$46,700

\$68,462.200.00 contribution per year





TRACKing the Storm

- ☐ Baby boomers retiring
- ☐ Employee market
- ☐ Employee 'theft'
- ☐ Skills gap
- ☐ Reshoring
- ☐ 4 year degree mentality
- ☐ Student loan bubble

TRACK Time

- **College and Career Ready Accountability Model**
- **New focus and renewed interest in Career and Technical Education**
- **Industry Certifications are measured**



TRACK Record

- ☐ **Pre-Apprenticeship program in partnership with the Kentucky Labor Cabinet for Registered Apprenticeship**
- ☐ **Utilizes the current secondary Career and Technical Education infrastructure at no cost**
- ☐ **Creates a seamless *Career Pathway* for students into post-secondary opportunities**
- ☐ **Creates a pipeline of students with a good foundation and an interest in the occupation**



TRACK Method

- **Employer registers apprenticeship program with Labor Cabinet**
- **Employer works with school to identify students and selection process**
- **Employer chooses a minimum of a 4 courses sequence**
- **Employer determines if student completes successfully**
- **Student to receive industry certification; on-the-job hours are credited**
- **Post-secondary requirements determined by employer**



Making TRACKs!

- ☐ **Manufacturing pilot a success in 2013-2014**
- ☐ **The model works- 100% of students transitioned**
- ☐ **Manufacturing TRACK available statewide**
- ☐ **Double the number of programs 14-15 school year**
- ☐ **Expansion into skilled trades**
- ☐ **Apprenticeship being recognized as a valuable post-secondary option for students**



TRACK Results

- ✓ **Students prepared for local workforce**
- ✓ **Career pathway leads to the gainful employment**
- ✓ **Work-based learning opportunities through co-op**
- ✓ **Dual/articulated credit is accepted, if applicable**
 - ✓ **Enforces employability skills**
 - ✓ **Engages the hands-on learner**
 - ✓ **No student loans**



TRACK Stars!

Mid Park- Leitchfield

Stober Drives- Maysville

Dr. Schneider Automotive- Russell Springs

Machining Consortium- Henderson



TRACK Hurdles

- **Misconception about apprenticeships**
 - **Train and leave**
- **Violation of Child Labor Laws**
 - **Against company policy**
- **Worker's Compensation Liability Insurance**



TRACK Condition

YES!

Youth Employment Solutions



On TRACK to go the distance...

Fast TRACK:

Healthcare

Information Technology

Business Services

TRACK Position:

If an employer wants to implement a registered apprenticeship program, a pipeline can be developed at the secondary level utilizing the TRACK program.



American Apprenticeship Initiative

\$100.000.000 investment

25 grants nationwide

Kentucky Labor Cabinet – Education and Workforce Development Cabinet
Cabinet for Economic Development – Kentucky Community and Technical College System

KENTUCKY SKILLS NETWORK

Office of Career and Technical Education – Kentucky Hospital Association

